

House Study Bill 696

SENATE/HOUSE FILE _____
BY (PROPOSED GOVERNOR'S BILL)

Passed Senate, Date _____ Passed House, Date _____
Vote: Ayes _____ Nays _____ Vote: Ayes _____ Nays _____
Approved _____

A BILL FOR

1 An Act relating to the state's educational standards regarding
2 teacher librarians and qualified guidance counselors, and to
3 teacher and administrator quality, including the student
4 achievement and teacher quality program and a beginning
5 administrator quality program, and providing effective and
6 retroactive applicability dates.

7 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

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1 1 Section 1. Section 256.7, subsection 24, Code Supplement
1 2 2005, is amended to read as follows:

1 3 24. Adopt rules ~~on or before January 1, 2001~~, to require
1 4 school districts and accredited nonpublic schools to adopt
1 5 local policies relating to health services, ~~media services~~

~~1 6 programs, and guidance~~ programs, as part of the general
1 7 accreditation standards applicable to school districts
1 8 pursuant to section 256.11. This subsection shall be
1 9 applicable strictly for reporting purposes and shall not be
1 10 interpreted to require school districts and accredited
1 11 nonpublic schools to provide or offer health services, ~~media~~
~~1 12 services programs, or guidance~~ programs.

1 13 Sec. 2. Section 256.7, Code Supplement 2005, is amended by
1 14 adding the following new subsection:

1 15 NEW SUBSECTION. 27. Adopt by rule the Iowa standards for
1 16 school administrators, including the knowledge and skill
1 17 criteria, developed by the director in accordance with section
1 18 256.9, subsection 55.

1 19 Sec. 3. Section 256.9, Code Supplement 2005, is amended by
1 20 adding the following new subsection:

1 21 NEW SUBSECTION. 55. Develop Iowa standards for school
1 22 administrators, including knowledge and skill criteria, and
1 23 develop, based on the Iowa standards for administrators,
1 24 mentoring and induction, evaluation processes, and career
1 25 development plans pursuant to chapter 284A. The criteria
1 26 shall further define the characteristics of quality
1 27 administrators as established by the Iowa standards for school
1 28 administrators.

1 29 Sec. 4. Section 256.11, Code Supplement 2005, is amended
1 30 by adding the following new subsections:

1 31 NEW SUBSECTION. 9. Beginning July 1, 2006, each school
1 32 district shall have a qualified teacher librarian who shall be
1 33 licensed by the board of educational examiners under chapter
1 34 272. The state board shall establish in rule a definition of
1 35 and standards for an articulated sequential kindergarten

2 1 through grade twelve media program.
2 2 NEW SUBSECTION. 9A. Beginning July 1, 2006, each school
2 3 district shall have a qualified guidance counselor who shall
2 4 be licensed by the board of educational examiners under
2 5 chapter 272. The state board shall establish in rule a
2 6 definition of and standards for an articulated sequential
2 7 kindergarten through grade twelve guidance and counseling
2 8 program.

2 9 Sec. 5. Section 256.11A, Code 2005, is amended to read as
2 10 follows:

2 11 256.11A GUIDANCE PROGRAM == MEDIA SERVICES PROGRAM ==
2 12 WAIVER.

2 13 1. ~~Schools and school districts unable to meet the~~
~~2 14 standard adopted by the state board requiring each school or~~
~~2 15 school district operating a kindergarten through grade twelve~~
~~2 16 program to provide an articulated sequential elementary=~~

2 17 secondary guidance program The board of directors of a school
2 18 district may, not later than August 1, ~~1995~~ 2006, for the
2 19 school year beginning July 1, ~~1995~~ 2006, file a written
2 20 request to the department of education that the department
2 21 waive the requirement ~~for adopted by the state board pursuant~~
2 22 ~~to section 256.11, subsection 9, that school or the school~~
2 23 ~~district have a qualified teacher librarian.~~ The procedures
2 24 specified in subsection 3 apply to the request. Not later
2 25 than August 1, ~~1996~~ 2007, for the school year beginning July
2 26 1, ~~1996~~ 2007, the board of directors of a school district ~~or~~
2 27 ~~the authorities in charge of a nonpublic school~~ may request a
2 28 one-year extension of the waiver.
2 29 2. Not later than August 1, ~~1995~~ 2006, for the school year
2 30 beginning July 1, ~~1995~~ 2006, the board of directors of a
2 31 school district, ~~or authorities in charge of a nonpublic~~
2 32 ~~school,~~ may file a written request with the department of
2 33 education that the department waive the rule adopted by the
2 34 state board ~~pursuant to section 256.11, subsection 9A, to~~
2 35 ~~establish and operate a media services program to support the~~
3 1 ~~total curriculum for that district or school have a qualified~~
3 2 ~~guidance counselor.~~ The procedures specified in subsection 3
3 3 apply to the request. Not later than August 1, ~~1996~~ 2007, for
3 4 the school year beginning July 1, ~~1996~~ 2007, the board of
3 5 directors of a school district ~~or the authorities in charge of~~
3 6 ~~a nonpublic school~~ may request an additional one-year
3 7 extension of the waiver.
3 8 3. A request for a waiver filed by the board of directors
3 9 of a school district ~~or authorities in charge of a nonpublic~~
3 10 ~~school~~ shall describe actions being taken by the district ~~or~~
3 11 ~~school~~ to meet the requirement for which the district ~~or~~
3 12 ~~school~~ has requested a waiver.
3 13 Sec. 6. Section 256.44, subsection 1, paragraph a, Code
3 14 Supplement 2005, is amended to read as follows:
3 15 a. If a teacher registers for national board for
3 16 professional teaching standards certification prior to June
3 17 30, ~~2006~~ 2012, a one-time initial reimbursement award in the
3 18 amount of up to one-half of the registration fee paid by the
3 19 teacher for registration for certification by the national
3 20 board for professional teaching standards. The teacher shall
3 21 apply to the department of education within one year of
3 22 registration, submitting to the department any documentation
3 23 the department requires. A teacher who receives an initial
3 24 reimbursement award shall receive a one-time final
3 25 registration award in the amount of the remaining national
3 26 board registration fee paid by the teacher if the teacher
3 27 notifies the department of the teacher's certification
3 28 achievement and submits any documentation requested by the
3 29 department.
3 30 Sec. 7. Section 257.31, subsection 5, Code 2005, is
3 31 amended by adding the following new paragraph:
3 32 NEW PARAGRAPH. m. The addition of one or more teacher
3 33 librarians pursuant to section 256.11, subsection 9, or one or
3 34 more guidance counselors pursuant to section 256.11,
3 35 subsection 9A.
4 1 Sec. 8. Section 272.9A, Code 2005, is amended by striking
4 2 the section and inserting in lieu thereof the following:
4 3 272.9A ADMINISTRATIVE LICENSES.
4 4 1. Beginning July 1, 2007, requirements for administrator
4 5 licensure beyond an initial license shall include completion
4 6 of a beginning administrator mentoring and induction program
4 7 provided by the department pursuant to section 284A.5,
4 8 subsection 2, and demonstration of competence on the
4 9 administrator standards adopted pursuant to section 284A.3.
4 10 2. The board shall adopt rules for administrator licensure
4 11 renewal that include credit for individual administrator
4 12 career development plans developed in accordance with section
4 13 284A.6.
4 14 3. An administrator formerly employed by an accredited
4 15 nonpublic school or formerly employed as an administrator in
4 16 another state or country is exempt from the mentoring and
4 17 induction requirement under subsection 1 if the administrator
4 18 can document two years of successful administrator experience
4 19 and meet or exceed the requirements contained in rules adopted
4 20 pursuant to this chapter for endorsement and licensure.
4 21 However, if an administrator does not have two years of
4 22 successful administrator experience when hired by a school
4 23 district, the administrator shall meet the requirements of
4 24 subsection 1.
4 25 Sec. 9. Section 284.1, unnumbered paragraph 1, Code 2005,
4 26 is amended to read as follows:
4 27 A student achievement and teacher quality program is

4 28 established to promote high student achievement. The program
4 29 shall consist of the following ~~four~~ five major elements:
4 30 Sec. 10. Section 284.1, Code 2005, is amended by adding
4 31 the following new subsection:
4 32 NEW SUBSECTION. 5. Evaluation of teachers against the
4 33 Iowa teaching standards.
4 34 Sec. 11. Section 284.2, subsection 1, Code 2005, is
4 35 amended to read as follows:
5 1 1. "Beginning teacher" means an individual serving under
5 2 an initial or intern license, issued by the board of
5 3 educational examiners under chapter 272, who is assuming a
5 4 position as a ~~classroom~~ teacher. For purposes of the
5 5 beginning teacher mentoring and induction program created
5 6 pursuant to section 284.5, "beginning teacher" also includes
5 7 preschool teachers who are licensed by the board of
5 8 educational examiners under chapter 272 and are employed by a
5 9 school district or area education agency.
5 10 Sec. 12. Section 284.2, subsection 2, Code 2005, is
5 11 amended by striking the subsection.
5 12 Sec. 13. Section 284.2, subsection 8, Code 2005, is
5 13 amended to read as follows:
5 14 8. "Mentor" means an individual employed by a school
5 15 district or area education agency as a ~~classroom~~ teacher or a
5 16 retired teacher who holds a valid license issued under chapter
5 17 272. The individual must have a record of four years of
5 18 successful teaching practice, must be employed on a
5 19 nonprobationary basis, and must demonstrate professional
5 20 commitment to both the improvement of teaching and learning
5 21 and the development of beginning teachers.
5 22 Sec. 14. Section 284.2, subsection 12, Code 2005, is
5 23 amended to read as follows:
5 24 12. "Teacher" means an individual holding a practitioner's
5 25 license issued under chapter 272, who is employed in a
5 26 nonadministrative position as a teacher, teacher librarian,
5 27 ~~media specialist~~, preschool teacher, or counselor by a school
5 28 district or area education agency pursuant to a contract
5 29 issued by a board of directors under section 279.13. However,
5 30 an individual who is employed by an area education agency
5 31 shall only be considered a teacher for purposes of this
5 32 chapter if the individual directly delivers instruction to
5 33 school or school district students for fifty percent or more
5 34 of the individual's contracted time. A teacher may be
5 35 employed in both an administrative and a nonadministrative
6 1 position by a board of directors and shall be considered a
6 2 part-time teacher for the portion of time that the teacher is
6 3 employed in a nonadministrative position. "Teacher" includes
6 4 a licensed individual employed on a less than full-time basis
6 5 by a school district through a contract between the school
6 6 district and an institution of higher education with a
6 7 practitioner preparation program in which the licensed teacher
6 8 is enrolled.
6 9 Sec. 15. Section 284.4, subsection 1, paragraphs c and e,
6 10 Code Supplement 2005, are amended to read as follows:
6 11 c. Provide, beginning in the ~~fifth~~ sixth year of
6 12 participation, the equivalent of ~~one~~ two additional contract
6 13 ~~day days~~, outside of instruction time, than ~~was~~ were provided
6 14 in the school year preceding the first year of participation,
6 15 to provide additional time for teacher career development that
6 16 aligns with student learning and teacher development needs,
6 17 including the integration of technology into curriculum
6 18 development, in order to achieve attendance center and
6 19 district-wide student achievement goals outlined in the
6 20 district comprehensive school improvement plan. School
6 21 districts are encouraged to develop strategies for
6 22 restructuring the school calendar to provide for the most
6 23 effective professional development, evaluate their current
6 24 career development alignment with their student achievement
6 25 goals and research-based instructional strategies, and
6 26 implement district career development plans. ~~A school~~
6 27 ~~district that provides the equivalent of ten or more contract~~
6 28 ~~days for career development is exempt from this paragraph.~~
6 29 e. Adopt a teacher evaluation plan that, at minimum,
6 30 requires a performance review of teachers in the participating
6 31 district at least once every three years based upon the Iowa
6 32 teaching standards and individual career development plans,
6 33 and requires administrators to complete evaluator training in
6 34 accordance with section 284.10.
7 1 Sec. 16. Section 284.5, subsections 1, 3, 4, and 7, Code
7 2 Supplement 2005, are amended to read as follows:
7 3 1. A beginning teacher mentoring and induction program is
7 3 created to promote excellence in teaching, enhance student

7 4 achievement, build a supportive environment within school
7 5 districts and area education agencies, increase the retention
7 6 of promising beginning teachers, and promote the personal and
7 7 professional well-being of ~~classroom~~ teachers.

7 8 3. Each school district and area education agency shall
7 9 provide a beginning teacher mentoring and induction program
7 10 for all ~~classroom~~ teachers who are beginning teachers, and
7 11 notwithstanding section 284.4, subsection 1, a school district
7 12 and an area education agency shall be eligible to receive
7 13 moneys under section 284.13, subsection 1, paragraph "b", for
7 14 purposes of implementing a beginning teacher mentoring and
7 15 induction program in accordance with this section.

7 16 4. Each ~~participating~~ school district and area education
7 17 agency shall develop an initial beginning teacher mentoring
7 18 and induction plan. A school district shall include its plan
7 19 in the school district's comprehensive school improvement plan
7 20 submitted pursuant to section 256.7, subsection 21. The
7 21 beginning teacher mentoring and induction plan shall, at a
7 22 minimum, provide for a two-year sequence of induction program
7 23 content and activities to support the Iowa teaching standards
7 24 and beginning teacher professional and personal needs; mentor
7 25 training that includes, at a minimum, skills of classroom
7 26 demonstration and coaching, and district expectations for
7 27 beginning teacher competence on Iowa teaching standards;
7 28 placement of mentors and beginning teachers; the process for
7 29 dissolving mentor and beginning teacher partnerships; district
7 30 organizational support for release time for mentors and
7 31 beginning teachers to plan, provide demonstration of classroom
7 32 practices, observe teaching, and provide feedback; structure
7 33 for mentor selection and assignment of mentors to beginning
7 34 teachers; a district facilitator; and program evaluation.

7 35 7. If a beginning teacher who is participating in a
8 1 mentoring and induction program leaves the employ of a
8 2 ~~participating~~ school district or area education agency prior
8 3 to completion of the program, the ~~participating~~ school
8 4 district or area education agency subsequently hiring the
8 5 beginning teacher shall credit the beginning teacher with the
8 6 time earned in the program prior to the subsequent hiring.

8 7 Sec. 17. Section 284.6, subsection 1, unnumbered paragraph
8 8 1, Code 2005, is amended to read as follows:

8 9 The department shall coordinate a statewide network of
8 10 career development for Iowa teachers. A ~~participating~~ school
8 11 district or career development provider that offers a career
8 12 development program in accordance with section 256.9,
8 13 subsection 50, shall demonstrate that the program contains the
8 14 following:

8 15 Sec. 18. Section 284.6, subsections 3 and 4, Code 2005,
8 16 are amended to read as follows:

8 17 3. A ~~participating~~ school district shall incorporate a
8 18 district career development plan into the district's
8 19 comprehensive school improvement plan submitted to the
8 20 department in accordance with section 256.7, subsection 21.
8 21 The district career development plan shall include a
8 22 description of the means by which the school district will
8 23 provide access to all teachers in the district to career
8 24 development programs or offerings that meet the requirements
8 25 of subsection 1. The plan shall align all career development
8 26 with the school district's long-range student learning goals
8 27 and the Iowa teaching standards. The plan shall indicate the
8 28 school district's approved career development provider or
8 29 providers.

8 30 4. In cooperation with the teacher's evaluator, the career
8 31 teacher employed by a ~~participating~~ school district shall
8 32 develop an individual teacher career development plan. The
8 33 evaluator shall consult with the teacher's supervisor on the
8 34 development of the individual teacher career development plan.
8 35 The purpose of the plan is to promote individual and group
9 1 career development. The individual plan shall be based, at
9 2 minimum, on the needs of the teacher, the Iowa teaching
9 3 standards, and the student achievement goals of the attendance
9 4 center and the school district as outlined in the
9 5 comprehensive school improvement plan.

9 6 Sec. 19. Section 284.6, Code 2005, is amended by adding
9 7 the following new subsections:

9 8 NEW SUBSECTION. 7. If funds are appropriated by the
9 9 general assembly for purposes of section 284.13, subsection 1,
9 10 paragraph "d", the department, in collaboration with area
9 11 education agencies, shall establish teacher development
9 12 academies for school-based teams of teachers and instructional
9 13 leaders. Each academy shall include an institute and follow=
9 14 up training and coaching.

9 15 NEW SUBSECTION. 8. Teachers who successfully complete a
9 16 teacher development academy or equivalent training, as defined
9 17 by the department, shall have the opportunity to apply to a
9 18 review panel pursuant to section 284.9 for designation as a
9 19 teacher trainer. A teacher's participation in activities
9 20 related to teacher development academies shall be given
9 21 consideration by the board of educational examiners toward
9 22 standard license recertification pursuant to section 272.9.

9 23 Sec. 20. Section 284.7, unnumbered paragraph 1, Code
9 24 Supplement 2005, is amended to read as follows:

9 25 To promote continuous improvement in Iowa's quality
9 26 teaching workforce and to give Iowa teachers the opportunity
9 27 for career recognition that reflects the various roles
9 28 teachers play as educational leaders, an Iowa teacher career
9 29 path is established for teachers employed by ~~participating~~
9 30 school districts. A ~~participating~~ school district shall use
9 31 funding allocated under section 284.13, subsection 1,
9 32 paragraph ~~"d"~~ "f", to raise teacher salaries to meet the
9 33 requirements of this section. The Iowa teacher career path
9 34 and salary minimums are as follows:

9 35 Sec. 21. Section 284.7, subsection 1, unnumbered paragraph
10 1 1, Code Supplement 2005, is amended to read as follows:

10 2 ~~Effective July 1, 2001, the~~ The following career path
10 3 levels are established and shall be implemented in accordance
10 4 with this chapter:

10 5 Sec. 22. Section 284.7, subsection 1, paragraph a,
10 6 subparagraph (1), subparagraph subdivisions (a) and (b), Code
10 7 2005, are amended to read as follows:

10 8 (a) Has successfully completed an approved practitioner
10 9 preparation program as defined in section 272.1 or holds an
10 10 intern teacher license issued by the board of educational
10 11 examiners under chapter 272.

10 12 (b) Holds an initial or intern teacher license issued by
10 13 the board of educational examiners.

10 14 Sec. 23. Section 284.7, subsection 1, paragraph a,
10 15 subparagraph (2), Code Supplement 2005, is amended by striking
10 16 the subparagraph and inserting in lieu thereof the following:

10 17 (2) Beginning July 1, 2006, the minimum salary for a
10 18 first-year beginning teacher shall be twenty-five thousand
10 19 five hundred dollars.

10 20 Sec. 24. Section 284.7, subsection 1, paragraph b,
10 21 subparagraph (2), Code Supplement 2005, is amended by striking
10 22 the subparagraph and inserting in lieu thereof the following:

10 23 (2) Beginning July 1, 2006, the minimum salary for a
10 24 first-year career teacher shall be twenty-six thousand five
10 25 hundred dollars and the minimum salary for a second-year
10 26 career teacher shall be twenty-seven thousand five hundred
10 27 dollars.

10 28 Sec. 25. Section 284.7, subsection 1, Code Supplement
10 29 2005, is amended by adding the following new paragraph:

10 30 NEW PARAGRAPH. c. TEACHER TRAINER.

10 31 (1) A teacher trainer is a teacher who meets the following
10 32 requirements:

10 33 (a) Holds a standard or master teacher license issued by
10 34 the board of educational examiners for the area in which the
10 35 teacher is teaching.

11 1 (b) Participates in career development as set forth in
11 2 this chapter.

11 3 (c) Has successfully completed teacher development academy
11 4 or equivalent training as defined by the department in rule.

11 5 (d) Has successfully demonstrated competency on the Iowa
11 6 teaching standards through a performance review.

11 7 (e) Has successfully completed at least four years of
11 8 consecutive classroom instruction.

11 9 (f) Meets other requirements as specified by the review
11 10 panel established pursuant to section 284.9.

11 11 (2) The teacher trainer designation is valid for five
11 12 years. A teacher may renew the teacher trainer designation
11 13 through a renewal process determined by rule by the
11 14 department.

11 15 (3) A teacher trainer is eligible to annually receive a
11 16 teacher trainer stipend if the teacher trainer annually serves
11 17 as a trainer and participates in follow-up activities as
11 18 designated by the department. A teacher who meets the
11 19 requirements of this subparagraph shall receive an annual
11 20 stipend of up to five thousand dollars. The department shall
11 21 prorate the amount distributed to school districts for
11 22 purposes of this subparagraph if the teacher trainer provides
11 23 less than a full school year of training. The department
11 24 shall pay to the school district an amount for the teacher
11 25 trainer stipend that includes any applicable school district

11 26 costs of the employer's share of contributions to federal
11 27 social security and the Iowa public employees' retirement
11 28 system or a pension and annuity retirement system established
11 29 under chapter 294. The regional selection of teacher trainers
11 30 to deliver training shall be determined based on the
11 31 availability of funding and the existing needs for
11 32 professional development of the school districts in the
11 33 region. A region may increase the number of teacher trainers
11 34 selected using funding sources other than those specifically
11 35 allocated for purposes of this subparagraph. Teacher trainers
12 1 who are selected through the regional process shall have a
12 2 responsibility to work with the area education agency that
12 3 serves the region, their local school districts, and other
12 4 school districts located in the region to deliver professional
12 5 development as defined in section 284.6, subsection 1. The
12 6 state board shall adopt rules to administer this section.

12 7 Sec. 26. Section 284.7, subsections 2 and 3, Code
12 8 Supplement 2005, are amended by striking the subsections.

12 9 Sec. 27. Section 284.7, subsection 5, Code Supplement
12 10 2005, is amended to read as follows:

12 11 5. A teacher employed in a ~~participating~~ district shall
12 12 not receive less compensation in that ~~participating~~ district
12 13 than the teacher received in the school year preceding
12 14 participation, as set forth in section 284.4 due to
12 15 implementation of this chapter. A teacher who achieves
12 16 national board for professional teaching standards
12 17 certification and meets the requirements of section 256.44
12 18 shall continue to receive the award as specified in section
12 19 256.44 in addition to the compensation set forth in this
12 20 section.

12 21 Sec. 28. Section 284.7, subsection 6, paragraphs a and b,
12 22 Code Supplement 2005, are amended to read as follows:

12 23 a. If the licensed employees of a school district or area
12 24 education agency receiving funds pursuant to section 284.13,
12 25 subsection 1, paragraph ~~"d"~~ "f" or ~~"e"~~ "g", for purposes of
12 26 this section, are organized under chapter 20 for collective
12 27 bargaining purposes, the board of directors and the certified
12 28 bargaining representative for the licensed employees shall
12 29 mutually agree upon a formula for distributing the funds among
12 30 the teachers employed by the school district or area education
12 31 agency. However, the school district must comply with the
12 32 salary minimums provided for in this section. The parties
12 33 shall follow the negotiation and bargaining procedures
12 34 specified in chapter 20 except that if the parties reach an
12 35 impasse, neither impasse procedures agreed to by the parties
13 1 nor sections 20.20 through 20.22 shall apply and the funds
13 2 shall be paid as provided in paragraph "b". Negotiations
13 3 under this section are subject to the scope of negotiations
13 4 specified in section 20.9. If a board of directors and the
13 5 certified bargaining representative for licensed employees
13 6 have not reached mutual agreement for the distribution of
13 7 funds received pursuant to section 284.13, subsection 1,
13 8 paragraph ~~"d"~~ "f" or ~~"e"~~ "g", by July 15 of the fiscal year
13 9 for which the funds are distributed, paragraph "b" of this
13 10 subsection shall apply.

13 11 b. If, once the minimum salary requirements of this
13 12 section have been met by the school district or area education
13 13 agency, and the school district or area education agency
13 14 receiving funds pursuant to section 284.13, subsection 1,
13 15 paragraph ~~"d"~~ "f" or ~~"e"~~ "g", for purposes of this section,
13 16 and the certified bargaining representative for the licensed
13 17 employees have not reached an agreement for distribution of
13 18 the funds remaining, in accordance with paragraph "a", the
13 19 board of directors shall divide the funds remaining among
13 20 full-time teachers employed by the district or area education
13 21 agency whose regular compensation is equal to or greater than
13 22 the minimum career teacher salary specified in this section.
13 23 The payment amount for teachers employed on less than a full-
13 24 time basis shall be prorated.

13 25 Sec. 29. Section 284.8, subsection 1, Code 2005, is
13 26 amended to read as follows:

13 27 1. A ~~participating~~ school district shall review a
13 28 teacher's performance at least once every three years for
13 29 purposes of assisting teachers in making continuous
13 30 improvement, documenting continued competence in the Iowa
13 31 teaching standards, identifying teachers in need of
13 32 improvement, or to determine whether the teacher's practice
13 33 meets school district expectations for career advancement in
13 34 accordance with section 284.7. The review shall include, at
13 35 minimum, classroom observation of the teacher, the teacher's
14 1 progress, and implementation of the teacher's individual

14 2 career development plan; shall include supporting
14 3 documentation from other evaluators, teachers, parents, and
14 4 students; and may include video portfolios as evidence of
14 5 teaching practices.

14 6 Sec. 30. Section 284.8, subsection 3, Code 2005, is
14 7 amended by striking the subsection.

14 8 Sec. 31. Section 284.9, subsections 1 through 3, Code
14 9 2005, are amended to read as follows:

14 10 1. A ~~career II~~ teacher seeking to receive ~~an advanced~~
14 11 designation as a teacher trainer shall submit a portfolio of
14 12 work evidence aligned with the Iowa teaching standards to a
14 13 review panel established in accordance with subsection 2. A
14 14 majority of the evidence in the portfolio shall be classroom=
14 15 based. The review panel shall evaluate the ~~career II~~
14 16 teacher's portfolio to determine whether the teacher
14 17 demonstrates superior teaching skills and shall make a
14 18 recommendation to the ~~board of educational examiners~~ director
14 19 whether or not the teacher shall receive ~~an advanced~~ such
14 20 designation. The standards for recommendation include, but
14 21 are not limited to, meeting the Iowa teaching standards at an
14 22 advanced level.

14 23 2. The department shall establish up to five regional
14 24 review panels consisting of five members per panel. Each
14 25 panel shall include, at a minimum, a ~~nationally board-~~
14 26 ~~certified~~ teacher and a school district administrator. Panel
14 27 members shall be appointed by the director and shall possess
14 28 the knowledge necessary to determine the quality of the
14 29 evidence submitted in an applicant's portfolio. Panel members
14 30 shall serve staggered three-year terms and may be reappointed
14 31 to a second term. The department shall provide support and
14 32 evaluation training for panel members and convene panels as
14 33 needed. Panel members shall be reimbursed for ~~mileage~~
14 34 expenses incurred while engaged in the performance of official
14 35 duties ~~and shall receive per diem compensation by the~~
15 1 ~~department.~~

15 2 3. To assure fairness and consistency in the evaluation
15 3 process, the review panels may perform random audits of the
15 4 ~~comprehensive evaluations and~~ performance reviews conducted by
15 5 evaluators throughout the state, and may randomly review how
15 6 the evaluators are evaluating teachers based upon the Iowa
15 7 teaching standards.

15 8 Sec. 32. Section 284.10, subsection 5, Code 2005, is
15 9 amended to read as follows:

15 10 5. By July 1, ~~2005~~ 2007, the director shall develop and
15 11 implement an evaluator training certification renewal program
15 12 for administrators and other practitioners who need to renew a
15 13 certificate issued pursuant to this section.

15 14 Sec. 33. Section 284.13, subsection 1, Code Supplement
15 15 2005, is amended by striking the subsection and inserting in
15 16 lieu thereof the following:

15 17 1. For each fiscal year in which moneys are appropriated
15 18 by the general assembly for purposes of the student
15 19 achievement and teacher quality program, the moneys shall be
15 20 allocated as follows in the following priority order:
15 21 a. For the fiscal year beginning July 1, 2006, and ending
15 22 June 30, 2007, the amount of two million two hundred fifty
15 23 thousand dollars to the department for the issuance of
15 24 national board certification awards in accordance with section
15 25 256.44. Of the amount allocated under this paragraph, up to
15 26 two hundred fifty thousand dollars may be used to support the
15 27 implementation of a national board certification support
15 28 program, and not less than eighty-five thousand dollars shall
15 29 be used to administer the ambassador to education position in
15 30 accordance with section 256.45.

15 31 b. For the fiscal year beginning July 1, 2006, and
15 32 succeeding fiscal years, an amount up to four million four
15 33 hundred thousand dollars for first-year and second-year
15 34 beginning teachers, to the department for distribution to
15 35 school districts for purposes of the beginning teacher
16 1 mentoring and induction programs. A school district shall
16 2 receive one thousand three hundred dollars per beginning
16 3 teacher in the program. If the funds appropriated for the
16 4 program are insufficient to pay mentors and school districts
16 5 as provided in this paragraph, the department shall prorate
16 6 the amount distributed to school districts based upon the
16 7 amount appropriated. Moneys received by a school district
16 8 pursuant to this paragraph shall be expended to provide each
16 9 mentor with an award of five hundred dollars per semester, at
16 10 a minimum, for participation in the school district's
16 11 beginning teacher mentoring and induction program; to
16 12 implement the plan; and to pay any applicable costs of the

16 13 employer's share of contributions to federal social security
16 14 and the Iowa public employees' retirement system or a pension
16 15 and annuity retirement system established under chapter 294,
16 16 for such amounts paid by the district.

16 17 c. For the fiscal year beginning July 1, 2006, and ending
16 18 June 30, 2007, an amount up to six hundred thousand dollars to
16 19 the department for purposes of implementing the career
16 20 development program requirements of section 284.6, the review
16 21 panel requirements of section 284.9, and the evaluator
16 22 training program in section 284.10. A portion of the funds
16 23 allocated to the department for purposes of this paragraph may
16 24 be used by the department for administrative purposes.

16 25 d. For the fiscal year beginning July 1, 2006, and ending
16 26 June 30, 2007, an amount up to four million six hundred eighty
16 27 thousand dollars to the department of education for the
16 28 establishment of teacher development academies in accordance
16 29 with section 284.6, subsections 7 and 8, and stipends to
16 30 teacher trainers as provided in section 284.7, subsection 1,
16 31 paragraph "c", subparagraph (3). Not more than five percent
16 32 of the funds allocated to the department for purposes of this
16 33 paragraph, may be used for administrative purposes.

16 34 e. For the fiscal year beginning July 1, 2006, and ending
16 35 June 30, 2007, twenty million dollars to the department for
17 1 use by school districts to add the equivalent of two
17 2 additional teacher contract days to the school calendar. The
17 3 department shall distribute funds allocated for the purpose of
17 4 this paragraph based on the average per diem contract salary
17 5 for each district as reported to the department for the school
17 6 year beginning July 1, 2005, multiplied by the total number of
17 7 full-time equivalent teachers in the base year. The
17 8 department shall adjust each district's average per diem
17 9 salary by the allowable growth rate established under section
17 10 257.8 for the fiscal year beginning July 1, 2006. A school
17 11 district may adjust its teacher per diem salary based on the
17 12 allocation received under this subsection using the district's
17 13 average teacher per diem salary. The department shall
17 14 proportionally increase or decrease the amount each school
17 15 district receives under this paragraph based upon the
17 16 calculated amount each school district would have received
17 17 compared to the sum of what all school districts would have
17 18 received if the additional teacher contract days were fully
17 19 funded. The contract salary amount shall be the amount paid
17 20 for their regular responsibilities but shall not include pay
17 21 for extracurricular activities. School districts shall
17 22 distribute funds to teachers based on individual teacher per
17 23 diem amounts. These funds shall not supplant existing funding
17 24 for professional development activities. A school district's
17 25 administration may use up to ten percent of the moneys
17 26 received pursuant to this paragraph to offset district
17 27 expenses related to the planning and implementation of the
17 28 professional development program for teachers in accordance
17 29 with section 284.6 and for implementation of professional
17 30 development recommended by the district's school improvement
17 31 advisory committee as provided in section 280.12. The
17 32 provisions of section 284.7, subsection 6, paragraphs "a" and
17 33 "b", shall not apply to funds allocated pursuant to this
17 34 paragraph. Notwithstanding any provision to the contrary,
17 35 moneys received by a school district under this paragraph
18 1 shall not revert but shall remain available for the same
18 2 purpose in the succeeding fiscal year. A school district
18 3 shall submit a report to the department in a manner determined
18 4 by the department describing its use of the funds received
18 5 under this paragraph. The department shall submit a report on
18 6 school district use of the moneys distributed pursuant to this
18 7 paragraph to the chairpersons and ranking members of the house
18 8 and senate standing committees on education, the joint
18 9 appropriations subcommittee on education, and the legislative
18 10 services agency not later than January 15, 2007.

18 11 f. For each fiscal year in which funds are appropriated
18 12 for purposes of this chapter, moneys remaining after
18 13 distribution as provided in paragraphs "a" through "e" shall
18 14 be allocated to school districts for salaries and career
18 15 development in accordance with the following formula:

18 16 (1) Fifty percent of the allocation shall be in the
18 17 proportion that the basic enrollment of a school district
18 18 bears to the sum of the basic enrollments of all school
18 19 districts in the state for the budget year.

18 20 (2) Fifty percent of the allocation shall be based upon
18 21 the proportion that the number of full-time equivalent
18 22 teachers employed by a school district bears to the sum of the
18 23 number of full-time equivalent teachers who are employed by

18 24 all school districts in the state for the base year.
18 25 g. From moneys available under paragraph "f", the
18 26 department shall allocate to area education agencies an amount
18 27 per teacher employed by an area education agency that is
18 28 approximately equivalent to the average per teacher amount
18 29 allocated to the school districts. The average per teacher
18 30 amount shall be calculated by dividing the total number of
18 31 teachers employed by school districts and the teachers
18 32 employed by area education agencies into the total amount of
18 33 moneys available under paragraph "f".

18 34 h. Notwithstanding section 8.33, any moneys remaining
18 35 unencumbered or unobligated from the moneys allocated for
19 1 purposes of paragraph "a" through "d" shall not revert but
19 2 shall remain available in the succeeding fiscal year for
19 3 expenditure for the purposes designated. The provisions of
19 4 section 8.39 shall not apply to the funds appropriated
19 5 pursuant to this subsection.

19 6 Sec. 34. Section 284.13, subsections 2 and 3, Code
19 7 Supplement 2005, are amended by striking the subsections.

19 8 Sec. 35. NEW SECTION. 284A.1 ADMINISTRATOR QUALITY
19 9 PROGRAM.

19 10 An administrator quality program is established to promote
19 11 high student achievement and enhanced educator quality. The
19 12 program shall consist of the following three major elements:

19 13 1. Mentoring and induction programs that provide support
19 14 for administrators in accordance with section 284A.5.

19 15 2. Professional development designed to directly support
19 16 best practices for leadership.

19 17 3. Evaluation of administrators against the Iowa standards
19 18 for school administrators.

19 19 Sec. 36. NEW SECTION. 284A.2 DEFINITIONS.

19 20 As used in this chapter, unless the context otherwise
19 21 requires:

19 22 1. "Administrator" means an individual holding a
19 23 professional administrator license issued under chapter 272,
19 24 who is employed in a school district administrative position
19 25 by a school district or area education agency pursuant to a
19 26 contract issued by a board of directors under section 279.23.
19 27 An administrator may be employed in both an administrative and
19 28 a nonadministrative position by a board of directors and shall
19 29 be considered a part-time administrator for the portion of
19 30 time that the individual is employed in an administrative
19 31 position.

19 32 2. "Beginning administrator" means an individual serving
19 33 under an initial administrator license, issued by the board of
19 34 educational examiners under chapter 272, who is assuming a
19 35 position as a school district administrator for the first
20 1 time.

20 2 3. "Comprehensive evaluation" means a summative evaluation
20 3 of a beginning administrator conducted by an evaluator in
20 4 accordance with section 284A.3, for purposes of determining a
20 5 beginning administrator's level of competency for
20 6 recommendation based on the Iowa standards for school
20 7 administrators.

20 8 4. "Department" means the department of education.

20 9 5. "Director" means the director of the department of
20 10 education.

20 11 6. "Evaluation" means a summative evaluation of an
20 12 administrator and used to determine whether the
20 13 administrator's practice meets school district expectations
20 14 and the Iowa standards for school administrators.

20 15 7. "Mentor" means an individual employed by a school
20 16 district or area education agency as a school district
20 17 administrator or a retired administrator who holds a valid
20 18 license issued under chapter 272. The individual must have a
20 19 record of four years of successful administrative experience
20 20 and must demonstrate professional commitment to both the
20 21 improvement of teaching and learning and the development of
20 22 beginning administrators.

20 23 8. "School board" means the board of directors of a school
20 24 district or a collaboration of boards of directors of school
20 25 districts.

20 26 9. "State board" means the state board of education.

20 27 Sec. 37. NEW SECTION. 284A.3 IOWA STANDARDS FOR SCHOOL
20 28 ADMINISTRATORS EVALUATIONS.

20 29 By July 1, 2007, each school board shall provide for
20 30 evaluations for administrators pursuant to section 279.23A
20 31 individual career development plans, and the Iowa standards
20 32 for school administrators and related criteria adopted by the
20 33 state board in accordance with section 256.7, subsection 55.
20 34 A local school board may establish additional administrator

standards and related criteria.

Sec. 38. NEW SECTION. 284A.4 PARTICIPATION.

1. The board of directors of a school district shall do all of the following:

a. Implement a beginning administrator mentoring and induction program as provided in this chapter.

b. Adopt individual administrator career development plans in accordance with this chapter.

c. Adopt an administrator evaluation plan that, at a minimum, requires an evaluation of administrators in the school district annually pursuant to section 279.23A and based upon the Iowa standards for school administrators and individual administrator career development plans.

2. Effective July 1, 2006, each school district shall participate in the administrator quality program.

Sec. 39. NEW SECTION. 284A.5 BEGINNING ADMINISTRATOR MENTORING AND INDUCTION PROGRAM.

1. A beginning administrator mentoring and induction program is created to promote excellence in school leadership, improve classroom instruction, enhance student achievement, build a supportive environment within school districts, increase the retention of promising school leaders, and promote the personal and professional well-being of administrators.

2. The department, in collaboration with other educational partners, shall provide a beginning administrator mentoring and induction program for all beginning administrators.

3. The beginning administrator mentoring and induction program shall, at a minimum, provide for one year of programming to support the Iowa standards for school administrators and beginning administrators' professional and personal needs, describe the mentor selection process, describe supports for beginning administrators, describe program organizational and collaborative structures, provide a budget, provide for sustainability of the program, and provide for program evaluation.

4. A beginning administrator shall be informed by the school district or the area education agency, prior to the beginning administrator's participation in a mentoring and induction program, of the criteria upon which the administrator shall be evaluated and of the evaluation process utilized by the school district or area education agency.

5. By the end of a beginning administrator's second year of employment, the beginning administrator shall be comprehensively evaluated to determine if the administrator meets expectations to move to a standard administrator license. The school district or area education agency that employs the beginning administrator shall recommend for a standard license a beginning administrator who is determined through a comprehensive evaluation to demonstrate competence in the Iowa standards for school administrators. A school district or area education agency may allow a beginning administrator a third year to demonstrate competence in the Iowa standards for school administrators if, after conducting a comprehensive evaluation, the school district or area education agency determines that the administrator is likely to successfully demonstrate competence in the Iowa standards for school administrators by the end of the third year. An administrator granted a third year shall undergo a comprehensive evaluation at the end of the third year. The board of educational examiners shall grant a one-year extension of the beginning administrator's initial license upon notification by the school district or area education agency.

Sec. 40. NEW SECTION. 284A.6 ADMINISTRATOR CAREER DEVELOPMENT.

1. Each school district shall be responsible for the provision of professional growth programming for individuals employed in a school district administrative position by the school district or area education agency as deemed appropriate by the board of directors of the school district or area education agency. School districts may collaborate with other educational stakeholders including other school districts, area education agencies, professional organizations, higher education institutions, and private providers, on the provision of professional development for school district administrators. Professional development programming for school district administrators may include supports that meet the career development needs of individual administrators aligned to the Iowa standards for school administrators and individual administrator career development plans.

23 11 2. In cooperation with the administrator's evaluator, the
23 12 administrator employed in a school district administrative
23 13 position, on a standard administrator's license issued by the
23 14 board of educational examiners pursuant to chapter 272, by a
23 15 school district or area education agency, shall develop an
23 16 individual administrator career development plan. The purpose
23 17 of the plan is to promote individual and group career
23 18 development. The individual plan shall be based, at a
23 19 minimum, on the needs of the administrator, the Iowa standards
23 20 for school administrators, and the student achievement goals
23 21 of the attendance center and the school district as outlined
23 22 in the comprehensive school improvement plan.

23 23 3. The administrator's evaluator shall meet annually as
23 24 provided in section 279.23A with the administrator to review
23 25 progress in meeting the goals in the administrator's
23 26 individual plan. The purpose of the meeting shall be to
23 27 review collaborative work with other staff on student
23 28 achievement goals and to modify as necessary the
23 29 administrator's individual plan to reflect the individual
23 30 administrator's and the school district's needs and the
23 31 individual's progress in meeting the goals in the plan. The
23 32 administrator shall present to the evaluator evidence of
23 33 progress. The administrator's supervisor and the evaluator
23 34 shall review, modify, or accept modifications made to the
23 35 administrator's individual plan.

24 1 Sec. 41. NEW SECTION. 284A.7 EVALUATION REQUIREMENTS FOR
24 2 ADMINISTRATORS.

24 3 A school district shall conduct an evaluation of an
24 4 administrator who holds a standard license issued under
24 5 chapter 272 at least once every three years for purposes of
24 6 assisting the administrator in making continuous improvement,
24 7 documenting continued competence in the Iowa standards for
24 8 school administrators, or to determine whether the
24 9 administrator's practice meets school district expectations.
24 10 The review shall include, at a minimum, an assessment of the
24 11 administrator's progress toward meeting the Iowa standards for
24 12 school administrators and the implementation of the
24 13 administrator's individual career development plan, including
24 14 supporting documentation or artifacts aligned to the Iowa
24 15 standards for school administrators and the individual
24 16 administrator's career development plan.

24 17 Sec. 42. NEW SECTION. 284A.8 STATE PROGRAM ALLOCATIONS.

24 18 1. For each fiscal year in which moneys are appropriated
24 19 by the general assembly for purposes of the administrator
24 20 quality program, an amount up to two hundred fifty thousand
24 21 dollars shall be allocated to the department for purposes of
24 22 the beginning administrator mentoring and induction program.

24 23 2. Notwithstanding section 8.33, any moneys remaining
24 24 unobligated or unexpended from the moneys appropriated under
24 25 subsection 1 shall not revert, but shall remain available in
24 26 the succeeding fiscal year for expenditure for the purposes
24 27 designated. The provisions of section 8.39 shall not apply to
24 28 the funds appropriated pursuant to this section.

24 29 Sec. 43. STATE MANDATE FUNDING SPECIFIED. In accordance
24 30 with section 25B.2, subsection 3, the state cost of requiring
24 31 compliance with any state mandate included in this Act shall
24 32 be paid by a school district from state school foundation aid
24 33 received by the school district under section 257.16 and
24 34 moneys appropriated in this Act. This specification of the
24 35 payment of the state cost shall be deemed to meet all the
25 1 state funding-related requirements of section 25B.2,
25 2 subsection 3, and no additional state funding shall be
25 3 necessary for the full implementation of this Act by and
25 4 enforcement of this Act against all affected school districts.

25 5 2005=2006 TECHNICAL CORRECTION

25 6 STATE PROGRAM ALLOCATION FORMULA

25 7 Sec. 44. Section 284.13, subsection 1, paragraph d,
25 8 unnumbered paragraph 1, Code Supplement 2005, is amended to
25 9 read as follows:

25 10 For each fiscal year in which funds are appropriated for
25 11 purposes of this chapter, the moneys remaining after
25 12 distribution as provided in paragraphs "a" through "c", "f",
25 13 and "e" "g" shall be allocated to school districts for
25 14 salaries and career development in accordance with the
25 15 following formula:

25 16 Sec. 45. EFFECTIVE AND RETROACTIVE APPLICABILITY DATES.
25 17 Section 44 of this Act, which amends section 284.13,
25 18 subsection 1, paragraph "d", unnumbered paragraph 1, being
25 19 deemed of immediate importance, takes effect upon enactment
25 20 and applies retroactively to July 1, 2005.

25 21 EXPLANATION

25 22 This bill requires school districts to have qualified
25 23 teacher librarians and guidance counselors, but permits school
25 24 districts to request a waiver from the department of
25 25 education, and makes changes to the student achievement and
25 26 teacher quality program, establishes an administrator quality
25 27 program, requires the state board of education to adopt Iowa
25 28 standards for school administrators, and provides for
25 29 implementation of a beginning administrator mentoring and
25 30 induction program.

25 31 The bill adds new elements to the student achievement and
25 32 teacher quality program, including teacher development
25 33 programs and evaluation of teachers against the Iowa teaching
25 34 standards.

25 35 QUALIFIED TEACHER LIBRARIANS AND GUIDANCE COUNSELORS.

26 1 While requiring school districts to have qualified teacher
26 2 librarians and guidance counselors, the bill authorizes school
26 3 districts to seek supplemental aid for the cost of adding
26 4 these positions from the school budget review committee. The
26 5 bill also updates a provision to allow districts to seek a
26 6 waiver from the department.

26 7 NATIONAL BOARD CERTIFICATION. The bill extends until 2012
26 8 the time by which a teacher may register for national board
26 9 for professional teaching standards certification and receive
26 10 a reimbursement award for the registration fee.

26 11 TEACHER DEFINITIONS. The bill changes the definitions of
26 12 "beginning teacher" to add those who hold an intern license,
26 13 and changes the definition of "teacher" to add teacher
26 14 librarians in order that these people qualify for the student
26 15 achievement and teacher quality program. The bill also
26 16 provides that only those individuals employed by an area
26 17 education agency who spend a majority of their time delivering
26 18 instruction to students qualify for the program as teachers.

26 19 TEACHER DEVELOPMENT ACADEMIES AND TEACHER TRAINERS. The
26 20 bill directs the department of education to establish, if the
26 21 general assembly appropriates funds for such a purpose,
26 22 teacher development academies, including an institute and
26 23 follow-up training and coaching. Teachers serving as teacher
26 24 trainers shall be eligible to receive stipends equivalent to
26 25 up to \$5,000. Area education agency personnel may participate
26 26 but shall not be eligible for stipends or reimbursement of
26 27 expenses unless they directly deliver instruction to school or
26 28 school district students. Teachers who successfully complete
26 29 academy training may apply for a training program to become a
26 30 teacher trainer. Regional review panel members who audit
26 31 performance reviews are eligible for expense reimbursement,
26 32 but not per diem compensation.

26 33 CONTRACT DAYS. The bill increases the number of contract
26 34 days for teacher career development that a school district
26 35 must add to the school year under the student achievement and
27 1 teacher quality program from one to two in the sixth year of a
27 2 school district's participation in the program. The bill also
27 3 eliminates an exemption for school districts that provide the
27 4 equivalent of 10 or more contract days for professional
27 5 development.

27 6 MINIMUM SALARY CHANGES. The bill provides that the minimum
27 7 salary for a first year beginning teacher is \$25,500; for a
27 8 first-year beginning career teacher is \$26,500; and for a
27 9 second-year career teacher is \$27,500. Currently, the Code
27 10 provides a formula for beginning and career teacher salaries.

27 11 TEACHER ACHIEVEMENT LEVELS AND REFERENCES ELIMINATED. The
27 12 bill strikes references to "classroom teacher" and "career II
27 13 teacher" from the chapter establishing the student achievement
27 14 and teacher quality program.

27 15 EVALUATOR TRAINING CERTIFICATION RENEWAL PROGRAM DEADLINE
27 16 EXTENSION. The bill delays until July 1, 2007, a requirement
27 17 that the director of the department of education develop and
27 18 implement an evaluator training certification renewal program.

27 19 STUDENT ACHIEVEMENT AND TEACHER QUALITY PROGRAM
27 20 APPROPRIATIONS. The bill makes appropriations and allocations
27 21 to the department of education to continue providing funding
27 22 to school districts and area education agencies for salaries
27 23 and career development purposes, to continue funding national
27 24 board certification awards, to fund a support program for
27 25 national board certification applicants, to continue funding
27 26 beginning teacher mentoring and induction programs, to
27 27 continue funding evaluator training, to fund teacher career
27 28 development programs, and to deliver teacher development
27 29 academies and pay stipends to teacher trainers.

27 30 The bill makes a technical correction to the current Code
27 31 language relating to the allocation of moneys to school
27 32 districts for salaries and career development, and makes the

27 33 provision effective upon enactment and retroactively
27 34 applicable to July 1, 2005.

28 35 ADMINISTRATOR QUALITY PROGRAM. The administrator quality
28 1 program established by the bill is designed to function much
28 2 like the teacher quality, career development, and evaluation
28 3 provisions of the student achievement and teacher quality
28 4 program. The program consists of three components: mentoring
28 5 and induction programs, professional development designed to
28 6 directly support best practices for leadership, and evaluation
28 7 of administrators against the Iowa standards for school
28 8 administrators.

28 9 The bill requires the director of the department of
28 10 education to develop, and the state board to adopt, the Iowa
28 11 standards for school administrators, including core knowledge
28 12 and skill criteria, based upon the standards, for mentoring
28 13 and induction, evaluation processes, and administrator career
28 14 development plans.

28 15 The bill requires each school board to, by July 1, 2007,
28 16 provide annual evaluations that assess administrators, at a
28 17 minimum, against the Iowa standards for school administrators
28 18 and the criteria for the standards developed by the
28 19 department. A local school board may negotiate with its
28 20 administrators additional evaluation and grievance procedures.
28 21 The bill also requires school districts to implement an
28 22 administrator mentoring and induction program, adopt
28 23 individual career development plans for administrators, and
28 24 adopt an administrator evaluation plan.

28 25 BEGINNING ADMINISTRATOR MENTORING AND INDUCTION. The
28 26 department of education is directed to provide a new
28 27 administrator mentoring and induction program for all new
28 28 administrators. The program shall, at a minimum, provide for
28 29 one year of programming, though a school district may allow a
28 30 beginning administrator to participate for up to three years.

28 31 Each school district must provide for the professional
28 32 growth programming for individuals employed in an
28 33 administrative position at the school district.

28 34 Each school district administrator must develop an
28 35 individual career development plan. The administrator's
29 1 evaluator shall annually meet with the administrator to review
29 2 progress in meeting the goals in the administrator's
29 3 individual plan.

29 4 A school district shall review an administrator's
29 5 performance annually for purposes of assisting the
29 6 administrator in making continuous improvement, documenting
29 7 continued competence in the Iowa standards for school
29 8 administrators, or to determine whether the administrator's
29 9 practice meets school district expectations. An administrator
29 10 from another state or country is exempt from the mentoring and
29 11 induction requirements if they can document two years of
29 12 successful administrator experience and meet or exceed the
29 13 board of educational examiners licensure requirements.

29 14 ADMINISTRATOR LICENSURE RENEWAL REQUIREMENT OPTION. The
29 15 bill directs the board of educational examiners to include in
29 16 its administrator licensure renewal requirements an option
29 17 that allows credit for administrators' individual career
29 18 development plans.

29 19 ADMINISTRATOR QUALITY PROGRAM APPROPRIATIONS. If the
29 20 general assembly appropriates moneys to the department of
29 21 education for purposes of the administrator quality program,
29 22 the bill allocates to each school district \$1,500 per new
29 23 administrator participating in the program.

29 24 The bill may include a state mandate as defined in Code
29 25 section 25B.3. The bill requires that the state cost of any
29 26 state mandate included in the bill be paid by a school
29 27 district from state school foundation aid received by the
29 28 school district under Code section 257.16 and moneys
29 29 appropriated in the bill. The specification is deemed to
29 30 constitute state compliance with any state mandate funding=
29 31 related requirements of Code section 25B.2. The inclusion of
29 32 this specification is intended to reinstate the requirement of
29 33 political subdivisions to comply with any state mandates
29 34 included in the bill.

29 35 LSB 5784XL 81
30 1 kh:rj/gg/14.2